

FIRST REGULAR SESSION

HOUSE BILL NO. 712

103RD GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE POLLITT.

1832H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To repeal sections 160.522, 163.172, and 168.036, RSMo, and to enact in lieu thereof three new sections relating to elementary and secondary education.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Sections 160.522, 163.172, and 168.036, RSMo, are repealed and three
2 new sections enacted in lieu thereof, to be known as sections 160.522, 163.172, and 168.036,
3 to read as follows:

160.522. 1. The department of elementary and secondary education shall produce or
2 cause to be produced, at least annually, a school accountability report card for each public
3 school district, each public school building in a school district, and each charter school in the
4 state. The report card shall be designed to satisfy state and federal requirements for the
5 disclosure of statistics about students, staff, finances, academic achievement, and other
6 indicators. The purpose of the report card shall be to provide educational statistics and
7 accountability information for parents, taxpayers, school personnel, legislators, and the print
8 and broadcast news media in a standardized, easily accessible form.

9 2. The department of elementary and secondary education shall develop a standard
10 form for the school accountability report card. The information reported shall include, but not
11 be limited to, the district's most recent accreditation rating, enrollment, rates of pupil
12 attendance, high school dropout rate and graduation rate, the number and rate of suspensions
13 of ten days or longer and expulsions of pupils, the district ratio of students to administrators
14 and students to classroom teachers, the average years of experience of professional staff and
15 advanced degrees earned, student achievement as measured through the assessment system
16 developed pursuant to section 160.518, student scores on the ACT, along with the percentage

EXPLANATION — Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17 of graduates taking the test, average teachers' and administrators' salaries compared to the
18 state averages, average per-pupil current expenditures for the district as a whole and by
19 attendance center as reported to the department of elementary and secondary education, the
20 adjusted tax rate of the district, assessed valuation of the district, percent of the district
21 operating budget received from state, federal, and local sources, the percent of students
22 eligible for free or reduced-price lunch, data on the percent of students continuing their
23 education in postsecondary programs, information about the job placement rate for students
24 who complete district vocational education programs, whether the school district currently
25 has a state-approved gifted education program, and the percentage and number of students
26 who are currently being served in the district's state-approved gifted education program.

27 3. The report card shall permit the disclosure of data on a school-by-school basis, but
28 the reporting shall not be personally identifiable to any student or education professional in
29 the state.

30 4. The report card shall identify each school or attendance center that has been
31 identified as a priority school under sections 160.720 and 161.092. The report also shall
32 identify attendance centers that have been categorized under federal law as needing
33 improvement or requiring specific school improvement strategies.

34 5. The report card shall not limit or discourage other methods of public reporting and
35 accountability by local school districts. Districts shall provide information included in the
36 report card to parents, community members, the print and broadcast news media, and
37 legislators by December first annually or as soon thereafter as the information is available to
38 the district, giving preference to methods that incorporate the reporting into substantive
39 official communications such as student report cards. The school district shall provide a
40 printed copy of the district-level or school-level report card to any patron upon request and
41 shall make reasonable efforts to supply businesses such as, but not limited to, real estate and
42 employment firms with copies or other information about the reports so that parents and
43 businesses from outside the district who may be contemplating relocation have access.

44 6. For purposes of completing and distributing the annual report card as prescribed in
45 this section, a school district may include the data from a charter school located within such
46 school district, provided the local board of education or special administrative board for such
47 district and the charter school reach mutual agreement for the inclusion of the data from the
48 charter ~~[schools]~~ **school** and the terms of such agreement are approved by the state board of
49 education. The charter school shall not be required to be a part of the local educational agency
50 of such school district and may maintain a separate local educational agency status.

51 7. **(1) As used in this subsection, the following terms mean:**

52 **(a) "Department", the department of elementary and secondary education;**

53 (b) "Grade-level equivalence", a metric developed and used by the department
54 to show a student's proximity to doing grade-level work;

55 (c) "Parent", a parent, guardian, custodian, or other person with authority to
56 act on behalf of a student.

57 (2) Grade-level equivalence, as developed and used under this subsection, shall
58 consist of a student's knowledge of academic subjects by grade level and performance-
59 level descriptors indicating whether such student is ready for the next grade, course, or
60 level of education. The department shall establish panels to review and revise the
61 performance-level descriptors for each academic subject and grade level. Such
62 performance-level descriptors shall consist of the following:

63 (a) Advanced, which shall indicate that such student:

64 a. Demonstrates superior performance on challenging grade-level subject
65 matter;

66 b. Is above such student's current grade or level of education; and

67 c. Is ready for, at a minimum, the next grade, course, or level of education;

68 (b) Proficient, which shall indicate that such student:

69 a. Demonstrates mastery over all appropriate grade-level standards and has
70 introductory-level knowledge for the next grade, course, or level of education;

71 b. May be above such student's current grade or level of education in some
72 areas; and

73 c. Is ready for the next grade, course, or level of education;

74 (c) Grade level, which shall indicate that such student:

75 a. Demonstrates mastery over appropriate grade-level subject matter;

76 b. Is at such student's current grade or level of education; and

77 c. May be ready, with appropriate reinforcement, for the next grade, course, or
78 level of education;

79 (d) Basic, which shall indicate that such student:

80 a. Demonstrates partial mastery of the essential knowledge and skills
81 appropriate to such student's grade, course, or level of education;

82 b. May not be at such student's current grade or level of education; and

83 c. May not be ready, without appropriate remediation, for the next grade,
84 course, or level of education; and

85 (e) Below basic, which shall indicate that such student:

86 a. Has failed to perform, at a minimum, at the limited knowledge level necessary
87 for such student's grade, course, or level of education;

88 b. Is not at such student's current grade or level of education; and

89 **c. Has been determined to be at the specific lower grade or level of education**
90 **measured by and listed in such student's statewide assessment score.**

91 **(3) For the 2026-27 school year and all subsequent school years, the school**
92 **accountability report card shall include information about each student's grade-level**
93 **equivalence as follows:**

94 **(a) Such grade-level equivalence shall be determined at the same time each**
95 **student's academic performance is measured by the statewide assessment system**
96 **developed under section 160.518;**

97 **(b) Such grade-level equivalence shall be provided at the same time such**
98 **student's statewide assessment score is reported to such student or such student's**
99 **parent;**

100 **(c) Data related to grade-level equivalence shall be searchable on a building-by-**
101 **building, school-by-school, district-by-district, and statewide basis in the department's**
102 **electronic school accountability report card;**

103 **(d) Data related to grade-level equivalence shall display the percentage of**
104 **students whose performance-level descriptor is grade level or above on a building-by-**
105 **building, school-by-school, district-by-district, and statewide basis; and**

106 **(e) No data related to grade-level equivalence shall be disclosed in any form that**
107 **allows the personal identification of any student to any individual or entity except such**
108 **student or such student's parent.**

163.172. 1. (1) In school year 1994-95 and thereafter until school year 2006-07, the
2 minimum teacher's salary shall be eighteen thousand dollars. Beginning in school year 2006-
3 07, the minimum teacher's salary shall be twenty-two thousand dollars; in school year 2007-
4 08, the minimum teacher's salary shall be twenty-three thousand dollars; in school year 2008-
5 09, the minimum teacher's salary shall be twenty-four thousand dollars; in school year 2009-
6 10 and in each subsequent school year through the 2024-25 school year, the minimum
7 teacher's salary shall be twenty-five thousand dollars.

8 (2) For the 2025-26 school year and in all subsequent school years, the minimum
9 teacher's salary shall be forty thousand dollars.

10 (3) Beginning in the school year 1996-97 until school year 2006-07, for any full-time
11 teacher with a master's degree and at least ten years' teaching experience in a public school or
12 combination of public schools, the minimum salary shall be twenty-four thousand dollars.
13 Beginning in the school year 2006-07, for any full-time teacher with a master's degree in an
14 academic teaching field and at least ten years' teaching experience in a public school or
15 combination of public schools, the minimum salary shall be thirty thousand dollars; in the
16 2007-08 school year such minimum salary shall be thirty-one thousand dollars; in the 2008-
17 09 school year such minimum salary shall be thirty-two thousand dollars; and in the 2009-10

18 school year and in each subsequent school year through the 2024-25 school year, such
19 minimum salary shall be thirty-three thousand dollars.

20 (4) For the 2025-26 school year and in all subsequent school years, the minimum
21 teacher's salary for any full-time teacher with a master's degree in an academic teaching field
22 directly related to the teacher's assignment and at least ten years' teaching experience in a
23 public school or combination of public schools shall be as follows:

24 (a) In the 2025-26 school year, forty-six thousand dollars;

25 (b) In the 2026-27 school year, forty-seven thousand dollars; and

26 (c) In the 2027-28 school year, forty-eight thousand dollars.

27 2. ~~[(1) As used in this subsection, "CPI" means the Consumer Price Index for All~~
28 ~~Urban Consumers for the United States as reported by the Bureau of Labor Statistics, or its~~
29 ~~successor index.~~

30 ~~(2) In the 2028-29 school year and in all subsequent school years, the minimum~~
31 ~~salaries identified in subdivision (2) of subsection 1 of this section and in paragraph (c) of~~
32 ~~subdivision (4) of subsection 1 of this section shall be adjusted annually by the percentage~~
33 ~~increase in inflation as described in subdivision (3) of this subsection.~~

34 ~~(3) If the CPI report for January of a given year indicates that inflation increased over~~
35 ~~the previous twelve months by at least one percent, the department of elementary and~~
36 ~~secondary education shall increase the minimum salaries described in subdivision (2) of this~~
37 ~~subsection by the same percentage increase in inflation, except that no minimum salary~~
38 ~~increase shall exceed three percent.~~

39 ~~(4)]~~ The state board of education shall publish such minimum salaries annually in
40 February beginning in calendar year 2026. Modifications to the minimum salaries shall take
41 effect on July first of each calendar year.

42 3. The commissioner of education shall present to the appropriate committees of the
43 general assembly information on the average Missouri teacher's salary, regional average
44 salary data, and national average salary data.

45 4. All school salary information shall be public information.

46 5. As used in this section, the term "salary" shall be defined as the salary figure which
47 appears on the teacher's contract and as determined by the local school district's basic salary
48 schedule and does not include supplements for extra duties.

49 6. The minimum salary for any fully certificated teacher employed on a less than full-
50 time basis by a school district, state school for the severely handicapped, the Missouri School
51 for the Deaf, or the Missouri School for the Blind shall be prorated to reflect the amounts
52 provided in subsection 1 of this section.

53 7. (1) There is hereby created in the state treasury the "Teacher Baseline Salary Grant
54 Fund", which shall consist of moneys appropriated under subsection 8 of this section. The

55 state treasurer shall be custodian of the fund. In accordance with sections 30.170 and 30.180,
56 the state treasurer may approve disbursements. The fund shall be a dedicated fund and, upon
57 appropriation, moneys in this fund shall be used solely to increase minimum teacher's salaries
58 as provided in this section.

59 (2) Notwithstanding the provisions of section 33.080 to the contrary, any moneys
60 remaining in the fund at the end of the biennium shall not revert to the credit of the general
61 revenue fund.

62 (3) The state treasurer shall invest moneys in the fund in the same manner as other
63 funds are invested. Any interest and moneys earned on such investments shall be credited to
64 the fund.

65 8. (1) There is hereby created the "Teacher Baseline Salary Grant" program. The
66 general assembly may appropriate amounts to the teacher baseline salary grant fund created in
67 subsection 7 of this section. The total amount appropriated to such fund shall not exceed the
68 amount necessary to assist each school district in increasing minimum teacher's salaries to the
69 minimum amount as required under this section.

70 (2) Subject to the appropriation of moneys to the teacher baseline salary grant fund,
71 each school district may apply to the department of elementary and secondary education for a
72 grant of moneys from the teacher baseline salary grant fund to assist such district in
73 increasing minimum teacher's salaries as required under this section.

168.036. 1. In addition to granting certificates of license to teach in public schools of
2 the state under section 168.021, the state board of education shall grant substitute teacher
3 certificates as provided in this section to any individual seeking to substitute teach in any
4 public school in this state.

5 2. (1) The state board shall not grant a certificate of license to teach under this section
6 to any individual who has not completed a background check as required under section
7 168.021.

8 (2) The state board may refuse to issue or renew, suspend, or revoke any certificate
9 sought or issued under this section in the same manner and for the same reasons as under
10 section 168.071.

11 3. The state board may grant a certificate under this section to any individual who has
12 completed:

13 (1) At least thirty-six semester hours at an accredited institution of higher education;
14 or

15 (2) The twenty-hour online training program required in this section and who
16 possesses a high school diploma or the equivalent thereof.

17 4. The department of elementary and secondary education shall develop and maintain
18 an online training program for individuals, which shall consist of twenty hours of training
19 related to subjects appropriate for substitute teachers as determined by the department.

20 5. The state board may grant a certificate under this section to any highly qualified
21 individual with expertise in a technical or business field or with experience in the Armed
22 Forces of the United States who has completed the background check required in this section
23 but does not meet any of the qualifications under subdivision (1) or (2) of subsection 3 of this
24 section if the superintendent of the school district in which the individual seeks to substitute
25 teach sponsors such individual and the school board of the school district in which the
26 individual seeks to substitute teach votes to approve such individual to substitute teach.

27 6. (1) Notwithstanding any other provisions to contrary, beginning on June 30, 2022,
28 and ending on June 30, [~~2025~~] **2030**, any person who is retired and currently receiving a
29 retirement allowance under sections 169.010 to 169.141 or sections 169.600 to 169.715, other
30 than for disability, may be employed to substitute teach on a part-time or temporary substitute
31 basis by an employer included in the retirement system without a discontinuance of the
32 person's retirement allowance. Such a person shall not contribute to the retirement system, or
33 to the public school retirement system established by sections 169.010 to 169.141 or to the
34 public education employee retirement system established by sections 169.600 to 169.715,
35 because of earnings during such period of employment.

36 (2) In addition to the conditions set forth in subdivision 1 of this subsection, any
37 person retired and currently receiving a retirement allowance under sections 169.010 to
38 169.141, other than for disability, who is employed by a third party or is performing work as
39 an independent contractor may be employed to substitute teach on a part-time or temporary
40 substitute basis, if such person is performing work for an employer included in the retirement
41 system without a discontinuance of the person's retirement allowance.

42 (3) If a person is employed pursuant to this subsection on a regular, full-time basis the
43 person shall not be entitled to receive the person's retirement allowance for any month during
44 which the person is so employed. The retirement system may require the employer, the third-
45 party employer, the independent contractor, and the retiree subject to this subsection to
46 provide documentation showing compliance with this subsection. If such documentation is
47 not provided, the retirement system may deem the retiree to have exceeded the limitations
48 provided in this subsection.

49 7. A certificate granted under this section shall be valid for four years. A certificate
50 granted under this section shall expire at the end of any calendar year in which the individual
51 fails to substitute teach for at least five days or forty hours of in-seat instruction.

52 8. (1) An individual to whom the state board grants a certificate under this section
53 may be a substitute teacher in a public school in the state if the school district agrees to

54 employ the individual as a substitute teacher and such individual has completed a background
55 check as required in subsection 10 of this section.

56 (2) No individual to whom the state board grants a certificate under this section and
57 who is under twenty years of age shall be a substitute teacher in grades nine to twelve.

58 9. Each school district may develop an orientation for individuals to whom the state
59 board grants a certificate under this section for such individuals employed by the school
60 district and may require such individuals to complete such orientation. Such orientation shall
61 contain at least two hours of subjects appropriate for substitute teachers and shall contain
62 instruction on the school district's best practices for classroom management.

63 10. Beginning January 1, 2023, any substitute teacher may, at the time such substitute
64 teacher submits the fingerprints and information required for the background check required
65 under section 168.021, designate up to five school districts to which such substitute teacher
66 has submitted an application for substitute teaching to receive the results of the substitute
67 teacher's criminal history background check and fingerprint collection. The total amount of
68 any fees for disseminating such results to up to five school districts under this subsection shall
69 not exceed fifty dollars.

70 11. The state board may exercise the board's authority under chapter 161 to
71 promulgate all necessary rules and regulations necessary for the administration of this section.

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